

## ABOUT THE HUB

### **JFF's National Innovation Hub for Diversity, Equity, Inclusion, and Accessibility in Registered Apprenticeship**

JFF's National Innovation Hub for Diversity, Equity, Inclusion, and Accessibility provides strategies and customized support to employers, education providers, intermediaries, and government entities to drive diversity, equity, inclusion, and accessibility in Registered Apprenticeship.

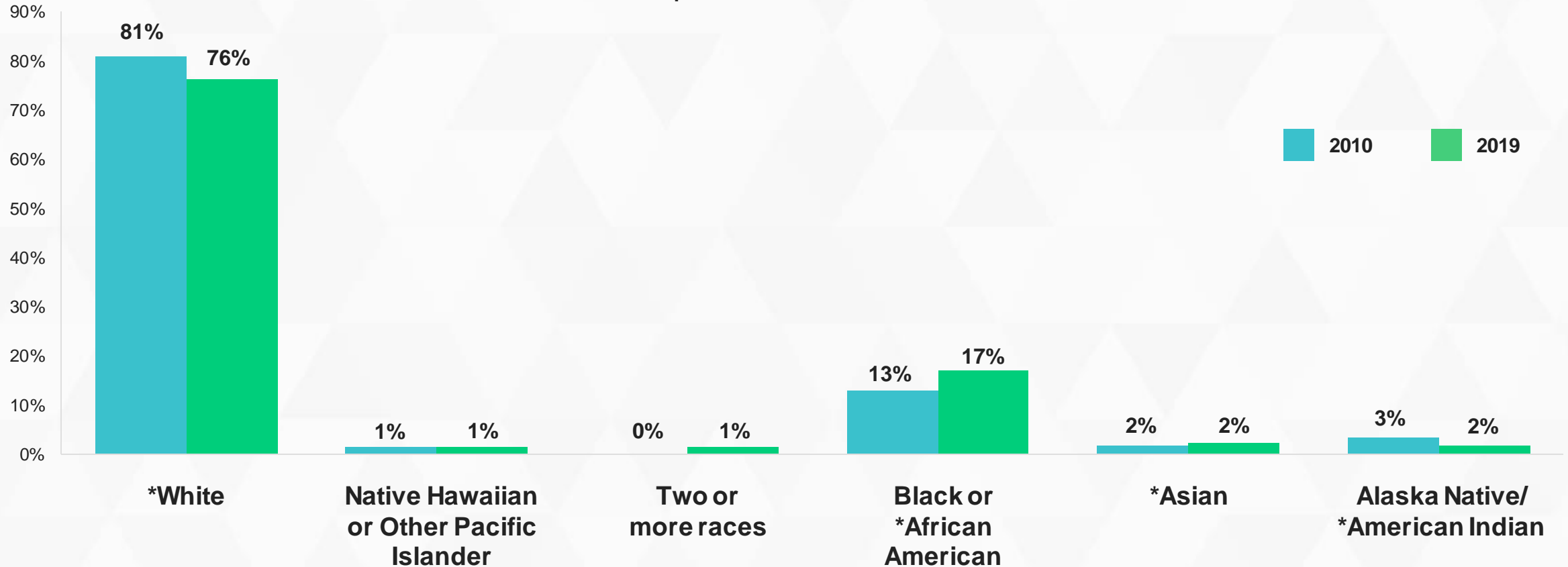
Our goal is to improve access and outcomes for all women, people of color, people with disabilities, workers who live in rural communities, people who identify as LGBTQ+, and individuals who have been involved with the criminal justice system.

The Innovation Hub is a United States Department of Labor Registered Apprenticeship Technical Assistance Center of Excellence and is operated by JFF's Center for Apprenticeship & Work-Based Learning.



# Why the DEIA Framework is Necessary: A Snapshot of Apprenticeship Equity

Efforts to boost participation are working, but systemic changes are needed to drive equitable outcomes for all.



\*JFF is committed to using language that promotes equity and human dignity. These classifications were provided by the U.S. Department of Labor and we have used them here for data consistency.

Source: <https://blog.dol.gov/2021/11/03/equity-snapshot-apprenticeships-in-america>

# DEIA Definitions

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## Diversity

The representation and proactive valuing of varied identities, differences, and perspectives, honoring our lived experiences collectively and individually.



## Equity

Intentional distribution of access and resources to remove the predictability of success or failure that correlates with entrenched outcome disparities in our society.



## Inclusion

The creation of a culture of belonging that prioritizes the contribution and participation of all people in executing an organization's mission, values, and goals.



## Accessibility

The facilitation of full and independent access for all people to employment, facilities, services, and information through intentional design, development of accommodations, and respect for the wide range of human ability.



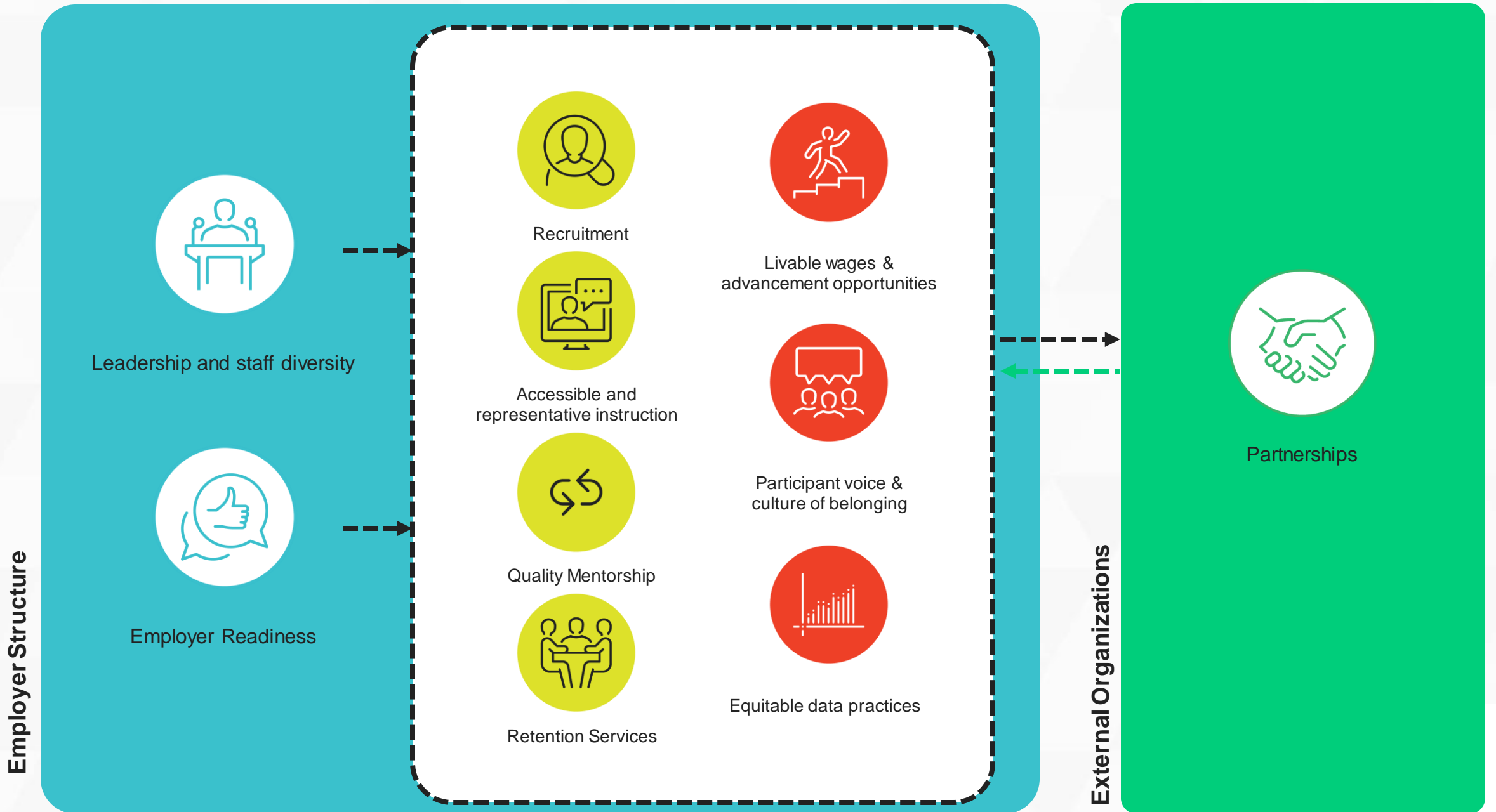


## Advancing DEIA in Registered Apprenticeship

The program design framework offers employers and registered apprenticeship sponsors field-informed program design elements and considerations for building systems, processes, partnerships, and practices that can drive DEIA in RA. They are informed by existing evidence and data as well as extensive research and work with employers, sponsors, intermediaries, and practitioners in the field.



# Organizational Conditions to Support Success



**Take the Pledge to  
Advance DEIA in  
Registered Apprenticeship**

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